

**EXHIBIT X TO THE JUNE 26, 2008
DECLARATION OF GREGORY I. RASIN, ESQ.**

2004 Performance Management Process (PMP) Review Period: 2004: January 1 - December 31

General Information		
Employee Information		
SPENCER	JESAN	E
Last Name	First Name	Middle
MGR-HUMAN RESOURCES/SR	HUMAN RESOURCES	
Title	Department	
Manager Information		
CARUSO, KENNETH C	SR.DIR-HUMAN RESOURCES	
Manager Name	Title	

Overview
<p>Welcome to the 2004 Performance Management Process. This process focuses on goal/performance objective setting, tracking and achievement.</p> <p>Before beginning, please go to "My Profile" and confirm your information.</p>

Section I - Goals
<p>Section I - Goals: Item 1 of 10</p> <p>Goal/Performance Objective</p> <p>Leadership Development</p> <p>Implement, oversee and manage the rollout of the Leadership</p>

EXHIBIT
Spencer
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Development Program for identified individuals from the business, sales and editorial side of BusinessWeek.

Metrics/Performance Standards

Interface with DDI, the consultant, to create barter opportunities to reduce the cost associated with the BusinessWeek Leadership Development Program.

Partner with the Senior Management Team of BusinessWeek to identify and select candidates for the Leadership Development Program.

Work with DDI to implement the Leadership Development presentation.

Develop a timeline for the rollout of the Leadership Development Program that encompasses the multi-rater feedback process, group debriefing session, one-on-one coaching sessions and finalized development plans.

Coordinate all written communications involving the leadership development initiative.

On an on-going basis interface with Corporate Training to keep abreast of corporate initiatives and their impact on BusinessWeek.

Results Achieved

Obtained the approval for a Leadership Development budget of \$27,000

based upon a agreed barter of services with DDI.

Twenty-one candidates identified for the Leadership Development Program.

Finalized the strategy and communications to rollout the Leadership Development Program on January 7, 2005.

In the middle of the year Jesan was having some difficulty managing this project due to the many issues associated with such a large, strategic initiative. She was forced to re-work her plan more than once. Luckily the business postponed the launch of the development program twice.

However once the meeting was launched in January 05' the 360 initiative went very well based on client comments and observations. Jesan also achieved the rare accomplishment of getting support and buy-in for this initiative on both the business side and editorial client side on BusinessWeek. This is no small feat.

The on-going challenge will be to keep track of all the moving parts during the process and ensure a smooth implementation.

Rating

Substantially and
Consistently
Exceeds
Performance
Standards

Frequently
Exceeds
Performance
Standards

Fully Meets
Performance
Standards

Meets Some
Performance
Standards and
Requires
Development

Consistently
Does Not Meet
Performance
Standards

Manager

Section 1 - Goals: Item 2 of 10**Goal/Performance Objective****PMP Training**

Facilitate group sessions and conference calls for managers and employees.

Metrics/Performance Standards

Conducted PMP overviews for Identified Department Heads and managers from the business, sales and the editorial side of BusinessWeek.

Conducted overview sessions for all support staff from BusinessWeek and Aviation Week prior to their attending a formalized Training facilitated by S&P.

Voluntarily learned the Macintosh to deliver PMP training to the Production, Photo and Art, departments of BusinessWeek.

Results Achieved

Rollout of the PMP overview in October prior to the scheduled corporate rollout date of November 1, 2004.

Coordinated and facilitated separate PMP sessions for the editorial side of BusinessWeek in addition to facilitating PMP sessions that were scheduled corporate wide.

An overall rating of 4 was given by the participants who attended the overview prior to the formalized PMP training. Participants indicated the overview played a key role in their understanding of the formalized training.

This was an example of Jesan taking charge of a high profile and key corporate HR initiative for her client base. She was proactive and insightful regarding the special needs of the editorial staff in using the PMP software. Jesan knew that many of the employees and leaders used the MAC not PCs and thus she spent dedicated time learning the MAC herself and conducting special "MAC" training sessions geared exclusively for the Editorial group.

Rating

Substantially and
Consistently
Exceeds
Performance
Standards

Frequently
Exceeds
Performance
Standards

Fully Meets
Performance
Standards

Meets Some
Performance
Standards and
Requires
Development

Consistently
Does Not Meet
Performance
Standards

Manager

Section 1 - Goals: Item 3 of 10**Goal/Performance Objective****Engagement Survey**

Develop and oversee a strategy to communicate results of the Engagement Survey to BusinessWeek Departments heads while providing information on corporate initiatives that address areas of the survey.

Metrics/Performance Standards

Met with business, sales and editorial group to debrief them on the outcomes of the engagement survey.

Conducted focus groups as a follow-up to the engagement survey and analyzed results for a formalized discussion with the Senior Team by the Senior HR Director.

Results Achieved

Completed the focus group meetings with BusinessWeek and Aviation Week employees prior to the deadline dates of November and December 9.

Prepared results for discussions that were conducted by the Senior Director of HR and the Senior Team of BusinessWeek.

Rating

Substantially and
Consistently
Exceeds
Performance
Standards

Frequently
Exceeds
Performance
Standards

Fully Meets
Performance
Standards

Meets Some
Performance
Standards and
Requires
Development

Consistently
Does Not Meet
Performance
Standards

Manager

Section 1 - Goals: Item 4 of 10**Goal/Performance Objective****Relationship Building**

Develop a list of diverse candidates for the editorial side of BusinessWeek.

Metrics/Performance Standards

Initiated and developed a partnership between BusinessWeek Editorial and Talent and Acquisition and Human Resources to develop a strategy to source qualified candidates for businessWeek editorial positions by participating in the Unity 2004 Conference.

Results Achieved

Ten diverse candidates have been identified and eight out of ten have been interviewed by the Managing Editors and editors with regard to the beat that the candidates are qualified to work in. While this is a good base from which to work, Jesan and HR must ultimately be judged on the "conversion" of these candidates into full time hires. This is the ultimate measure of success. Since we have not hired any of them this goal was only partially met.

Rating

	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	C	C	C	C	C

Section I - Goals: Item 5 of 10**Goal/Performance Objective****Organizational Effectiveness**

Resolve Employee Relations issues with respect to Businessweek and Aviation Week.

Implement a Human Resources strategy to provide support and information to employees acquired through the BWTV acquisition.

Metrics/Performance Standards

Handled Employee Relations cases, issues and concerns in a timely manner resulting in no cost to the organization.

Developed and facilitated a Sexual Harassment Awareness Training for New York and Washington employees from Aviation Week.

Delivered a Sexual Harassment Awareness program for Education while vacillating the PMP sessions

Developed company and and benefit material to be distributed and discussed with the newly acquired employees of BWTV, ensuring that all questions relating to company policies and benefits were addressed.

Partner with the BusinessWeek BWTV Department Head regarding any

Issues /concerns that needed to be addressed.

Results Achieved

Thirty-five Employee Relations cases were handled, some of which were extensive and required conferences and interviews with other employees and follow-up with legal.

Ninety-seven individuals attended the Aviation Week Sexual Awareness Training and thirty employees attended the one day session that was conducted to Education.

Overall rating of 4 as a facilitator.

Jesan's obvious strength is in how she manages employee relations initiatives. She is insightful and provides leaders and employees with quality advice and counsel. She must however be able to see ER trends and therefore create training programs that anticipate the on-going issues that will come up. Proactivity is the key to providing our clients with the highest quality support the need to be successful.

Rating

	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	C	C	C	C	C

Section I - Goals: Item 6 of 10

Goal/Performance Objective

Ensure that editorial competencies for BusinessWeek, Platts and Aviation Week are included in the PMP competency list for 2004/2005.

Metrics/Performance Standards

Develop list of agreed upon competencies, contingent upon input from key individuals from the business.

Results Achieved

This goal was established in the beginning of December and was completed within a three week period.

Rating

	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	C	C	C	C	C

Section I - Goals: Item 7 of 10

Goal/Performance Objective

Metrics/Performance Standards

Results Achieved

Rating

	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	C	C	C	C	C

Section I - Goals: Item 8 of 10

Goal/Performance Objective

Metrics/Performance Standards

Results Achieved

Rating

	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards

Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Section I - Goals: Item 9 of 10					
Goal/Performance Objective					
Metrics/Performance Standards					
Results Achieved					
Rating					
	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Section I - Goals: Item 10 of 10					
Goal/Performance Objective					
Metrics/Performance Standards					
Results Achieved					
Rating					
	Substantially and Consistently Exceeds Performance Standards	Frequently Exceeds Performance Standards	Fully Meets Performance Standards	Meets Some Performance Standards and Requires Development	Consistently Does Not Meet Performance Standards
Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section II - Competency Assessment**Section II - Competency Assessment: Competency 1**

Creates Internal Partnerships

Select Competency

Works to achieve business goals by identifying and building strategic relationships between areas, teams, departments, units, and organizations.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments

Manager Comments

This is a strength of Jesan's. She consistently get good client feedback about her partnering skills.

Section II - Competency Assessment: Competency 2

Effective Presentations

Select Competency

Effectively presents ideas (including nonverbal communication and use of visual aids) to individuals or groups when given time to prepare; delivers presentations that are adapted to the specific needs and characteristics of the audience.

Rating

Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Competency
Rating

C

C

C

C

C

Employee Comments

Manager Comments

Jesan presents well. She has an energizing presence and is engaging. The development need is in listening carefully to questions and responding appropriately and accurately to participants. Also Jesan needs to concentrate on the planning and creation of programs before they go "live".

Section II - Competency Assessment: Competency 3

Effective Communication

Select Competency

Clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.

Rating

Outstanding

Demonstrated
Strength

Proficient

Needs
Development

Needs Significant
Improvement

Competency
Rating

C

C

C

C

C

Employee Comments

Manager Comments

Generally this is a strength for Jesan. There are some times however when she needs to slow down and convey the message she really wants to share.

Section II - Competency Assessment: Competency 4

Coaches and Mentors

Select Competency

Provides timely guidance and feedback to help others strengthen specific knowledge and develop skill areas to accomplish tasks or solve problems.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments

Manager Comments

Most managers remark that Jesan does this very well in helping them solve problems.

Section II - Competency Assessment: Competency 5

Commitment Through Action

Select Competency

Takes prompt, proactive initiative to accomplish goals and objectives beyond what is required; defines priorities through the setting of high personal standards; seeks out challenges and takes action requiring extra effort without being directed to do so.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments

Manager Comments

This is a strength.

Section II - Competency Assessment: Competency 6

Tenacity/Persistence**Select Competency**

Staying with a position or plan of action until the desired objective is obtained or is no longer reasonably attainable.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments

Manager Comments

A good example of this is the 360 program for BusinessWeek. Despite obstacles Jesan found a way to make the presentation and role out a success.

Section II - Competency Assessment: Competency 7**Effective Communication****Select Competency**

Clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments

Manager Comments

Same as above in #3.

Section II - Competency Assessment: Competency 8**Gains Commitment****Select Competency**

Uses appropriate Interpersonal style and techniques to gain acceptance of ideas or plans; modifies behavior to accommodate tasks, situations, and individuals involved.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	C	C	C	C	C

Employee Comments**Manager Comments**

This is another of Jesan's strengths.

Section II - Competency Assessment: Competency 9

Flexible and Adaptive**Select Competency**

Remains effective when experiencing major changes in work tasks or the work environment; adjusts effectively to work within new work structures, processes, requirements, or cultures.

Rating

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments**Manager Comments**

This has been a stressful year for Jesan. There were times that it showed.

Section II - Competency Assessment: Competency 10**Select Competency****Rating**

	Outstanding	Demonstrated Strength	Proficient	Needs Development	Needs Significant Improvement
Competency Rating	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Comments**Manager Comments**

Section III - Developmental Needs

Section III - Developmental Needs: Item 1 of 3

Target Date 12/31/2004

Action Plan

Attend a seminar, workshop or course that provides in depth knowledge about the workings of the magazine/publishing industry.

Aligned Competency

Developmental Need

Broader understanding of the industry.

Results Achieved

Completed a seminar entitled Magazines from Mission to Magic.

Section III - Developmental Needs: Item 2 of 3

Target Date

Action Plan

Aligned Competency

Developmental Need

Results Achieved

Section III - Developmental Needs: Item 3 of 3

Target Date

Action Plan
Aligned Competency
Developmental Need
Results Achieved

Summary Section

Overall Comments

Employee Comments

Mid-Year Review Date/Comments

Overall Performance Summary

Jesan was a solid performer in 2004 and in some cases she excelled. Her contributions are notable and appreciated. Going forward she should use her skills to influence a wider range of "clients" throughout IMS as well as partner with her colleagues to support the HR function and thus McGraw-Hill overall.

Second Level Manager Comments

Like many of our business, BusinessWeek will be going through a significant amount of change in the near future which will require a significant amount of support from the HR team. Working with Ken C I expect Jesan to make a major contribution in 2005.

Overall Rating

Substantially and
consistently
exceeds
performance
Standards

Frequently
exceeds
performance
standards

Fully meets
performance
standards

Meets some
performance
standards and
requires
development

Consistently does
not meet
performance
standards

C

C

C

C

C

Approval	
Employee:	Date
Manager:	Date
Second Level Manager: BRETT MARSCHKE	Date 03/31/2005